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Report of the International Civil Service Commission for the year 2007

Corrigendum

Pages xii to xv

Replace pages xii to xv with the text below.

07-51410 (E) 270907

Summary of recommendations of the International Civil Service Commission that call for decisions by the General Assembly and the legislative organs of the other participating organizations

Paragraph reference

II. Resolutions and decisions by the General Assembly and the legislative/governing bodies of the other organizations of the common system

A. Response to General Assembly resolution 61/274 on the comprehensive proposal of the United Nations Secretary-General on appropriate incentives to retain staff of the International Criminal Tribunal for Rwanda and the International Criminal Tribunal for the Former Yugoslavia

21 In accordance with paragraph 8 of resolution 61/274, the Commission advises the General Assembly that (a) special financial retention incentives for the International Criminal Tribunal for Rwanda and the International Criminal Tribunal for the Former Yugoslavia are not considered appropriate because they are not provided for in the common system and as such would set a precedent, which should be avoided; (b) the existing contractual framework should be used to grant contracts that would remove the uncertainty with regard to future employment; (c) other non-monetary incentives should be made available; (d) those staff from the Tribunals who are offered appointments in another common system organization should have their reporting date for the new assignment set to coincide with completion of their work with the Tribunal.

B. Remuneration of the Professional and higher categories

1. Base/floor salary scale

30 The Commission recommends to the General Assembly, for approval with effect from 1 January 2008, the base/floor salary scale for the Professional and higher categories shown in annex III to the present document.

2. Evolution of the United Nations/United States net remuneration margin

24 The General Assembly may wish to take note that the margin between the net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2007, is estimated at 113.9.

Paragraph reference

C. Conditions of service applicable to both categories

Modernizing and simplifying allowances

Language incentive

The Commission makes the following recommendations to the General Assembly:

(a) The long-standing flexibility provided to the organizations in applying the language recognition schemes and other tools to promote multilingualism in the United Nations common system has been effective in meeting their diverse operational needs and should therefore be maintained;

65 (b) The organizations should be encouraged to continue, taking into account their practical needs and within their budget considerations, efforts to promote the use of additional foreign languages in a multicultural environment of international civil service to further their operational goals;

(c) When reviewing or developing programmes to improve the organizational effectiveness through multilingualism, the organizations should, where appropriate and advisable, consider the ICSC guidelines.

Service Commission to the executive heads of the participating organizations

Paragraph reference	
	Conditions of service of the General Service and other locally recruited categories
45	As part of its responsibilities under article 12, paragraph 1, of its statute, the International Civil Service Commission conducted the survey of best prevailing conditions of employment for the General Service staff in London and recommended the resulting salary scale and dependency allowances to the Secretary-General of the International Maritime Organization.

Summary of financial implications of the decisions and recommendations of the International Civil Service Commission for the United Nations and other participating organizations of the common system

Paragraph reference	
	A. Remuneration of the Professional and higher categories
	Base/floor salary scale
30	The financial implications associated with the Commission's recommendation on an increase of the base/floor salary scale as shown in annex III are estimated at approximately $0.349 million per annum, system-wide.
	B. Remuneration of the General Service and other locally recruited categories
	Survey of best prevailing conditions of employment in London
49	The financial implications associated with the implementation of the salary scale for the General Service and related categories as well as the revised rates of dependency allowances by the London-based common system organizations were estimated at $137,000 per annum.